DRUG POLICY

Mentor Electrical JATC

 DRUG, ALCOHOL AND JOB PERFORMANCE POLICY

1. As an enrolled student of the Mentor Electrical JATC.

(Apprenticeship Program), you are required to hold a current Mobile Medical Corporation (MMC) drug card. To acquire a card, you contact MMC at 877-688-8358 and let them know you are a member of IBEW L.U. 673. They will set you up with the proper paperwork to get you tested.

2. Throughout your time in the Apprenticeship Program, you are required to be sure your card is current. This includes annually renewing your card, as well as reporting to any random tests that are asked of you.

 3. Drug and alcohol use will not be tolerated on the job or at school.

1. Total abstinence is required before and during school or work. Apprentices must not be under the influence of drugs or alcohol at school or work. (This also includes any breaks.)
2. Any apprentice found using, distributing, selling or in possession of alcoholic beverages and/or drugs on any training site or at the workplace, may be immediately terminated from the Apprenticeship Program.
3. An apprentice shall be referred to the committee by an instructor, job foreman, superintendent, journeyman, or job steward if they have violated, or appear to have violated sections 3, 4 or 5.
4. The Apprenticeship Program has a ZERO tolerance policy for drug use. Apprenticeship offers, as well as probationary apprentices will be withdrawn upon positive drug test results.
5. All apprentices are subject to random drug testing. Apprentices who fail the drug test will be subject to discipline, which will include, at a minimum, suspension for one academic year. The apprentice will be referred to a substance abuse program recognized by the Family Medical Care Plan (FMCP). Upon completion, the apprentice will appear before the committee to determine whether the apprentice will be readmitted to the Apprenticeship Program at the end of any suspension.
6. The JATC reserves the right to drug test, or refer to a substance abuse program, apprentices that violate any rule or regulation consistent with JATC policy.
7. The JATC may take disciplinary action up to and including termination for failure to fulfill requirements of this policy, or any collectively bargained policy.
8. This is a 100% drug free program. If you are taking any medications prescribed by a physician, you must disclose this to MMC at the time of a random or annual drug test. Be prepared to show a copy of your prescription, or the label of the prescription container.